

Ethical Recruitment & Human Rights Policy

Aspect is committed to ethical recruitment practices and the protection of human rights in all of our operations, supply chains, and partnerships. We ensure that our recruitment processes promote fairness, respect, non-discrimination, and that all individuals are treated ethically, legally, and with regard for their rights.

This Policy Applies To:

- All employees, contractors, and agency staff;
- Recruitment partners, suppliers, and service providers;
- All jurisdictions where Aspect operates.

Ethical Recruitment Standards

- Prohibition of Forced Labour: No worker shall be subjected to forced, bonded, indentured, or involuntary prison labour. Workers shall be free to leave employment after reasonable notice.
- No Recruitment Fees: Workers will not be charged recruitment fees or costs.
- Transparent Contracts: Employment terms will be provided in a language understood by the worker, outlining job description, compensation, benefits, working hours, leave entitlements, and conditions of termination.
- Freedom of Movement: Workers' freedom of movement will not be restricted. Identity documents, passports, or work permits will not be withheld by the employer or recruiter.
- Fair Wages and Benefits: Employees shall be paid at least the legal minimum wage or a living wage, whichever is higher, and receive all legally mandated benefits.
- No Child Labour: Recruitment of child labour is strictly prohibited. All workers must meet the minimum legal working age in the relevant jurisdiction.
- Non-Discrimination: Recruitment decisions will be based on merit and suitability, without discrimination on the basis of race, colour, gender, age, religion, nationality, disability, marital status, sexual orientation, political affiliation, or any other protected status.

Human Rights Commitments

Aspect will:

- Respect and promote human rights across its operations and supply chains;
- Conduct due diligence to identify, prevent, and mitigate adverse human rights impacts;
- Engage with stakeholders, including employees, contractors, and affected communities, to address human rights concerns;
- Provide effective grievance mechanisms for reporting and resolving human rights violations;
- Remediate any adverse human rights impacts we cause or contribute to.



Justin Giblett - Director

ASPECT Engineering Solutions

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